

PURPOSE

To enforce the commitment of the state hospital system to respect the rights of LGBTQIA patients, to create and maintain a safe treatment environment and ensure that all patients are provided equal access to available placement, treatment, care and services as provided by State of Michigan hospitals.

DEFINITIONS**Assigned Gender**

The gender designation listed on one's original birth certificate.

Gender

Biological differences among male, female and intersex people (hormones, secondary gender characteristics, reproductive anatomy) that can be altered over time using hormones and surgical interventions. The assignment of individuals to a gender category by medical practitioners at birth is typically based on the appearance of external genitalia. When the external genitalia are ambiguous, other components of gender (internal genitalia, chromosomal and hormonal gender) are considered in order to assign gender. Assigned gender at birth is then recorded on the birth certificates as male or female. The gender marker can sometimes be changed on legal documents (such as, driver's license, passport, birth certificate) through a complex set of legal procedures. For most people, gender identity and gender expression are consistent with their gender assigned at birth; for transsexual, transgender, and gender non-conforming individuals, gender identity or expression differ from their gender assigned at birth.

Gender Expression

The way in which one expresses their gender identity through appearance and behavior.

Gender Identity

A person's internal sense of gender. A person's gender identity may be different from one's assigned gender and is part of the individual's core identity.

Gender Non-Conforming

Used to describe some people whose gender expression differs from conventional expectations of masculinity and femininity. The term is not a synonym for transgender or transsexual and should only be used if someone self-identifies as gender non-conforming.

Hospital

An inpatient program operated by the department for the treatment of individuals with serious mental or serious emotional disturbance.

LGBTQIA

Acronyms that stand for lesbian, gay, bisexual, transgender, intersex, queer or questioning, intersex, and asexual or allied. Used as umbrella terms that generally refers to a group of people who are diverse about gender, gender identity, sexual orientation, race/ethnicity, socioeconomic status. The various populations represented by LGBTQIA are distinct groups, each with its own special health-related concerns and needs.

Sexual Orientation

Describes a person's enduring physical, romantic, and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. Transgender people may be straight, lesbian, gay, bisexual, or queer.

Transgender

Describes individuals whose current gender identity is not fully congruent with their assigned gender at birth. An individual can express or assert a transgender identity in a variety of ways, which may but do not always include undergoing specific medical treatments or procedures. Some individuals who fit this definition may identify with the term transgender while others, particularly some transsexual individuals may not.

POLICY

Hospitals support an inclusive and safe treatment environment that is respectful of a person's race, ethnicity, sex (including but not limited to gender identity or sexual orientation), immigration status, disability, or national origin.

OVERVIEW

Hospital administration shall develop procedure(s) necessary to ensure the following:

- LGBTQIA patients residing in hospitals shall receive fair, equitable, and appropriate treatment, without bias and in a professional and confidential manner based on principles of sound professional practice.
- Hospital staff, volunteers, and contractors that offer services to patients residing in hospitals shall not discriminate against or harass any patients in their care based on a patient's actual or perceived sexual orientation, gender identity or expression, or other protected categories.
- Hospital staff, volunteers, and contractors shall use respectful language and terminology that does not further stereotypes about LGBTQIA people. Patients shall not be referred to by using derogatory language in a manner that conveys bias towards or hatred of LGBTQIA people.
- Hospital staff, volunteers, and contractors shall not imply to or tell patients who are LGBTQIA that they are abnormal, deviant, or sinful, or that they can or should change their sexual orientation or gender identity. Patients who are LGBTQIA shall not be questioned as to the nature of their identity.
- Patients must be referred to by their preferred name and the pronoun that reflects their gender identity, even if their name has not been legally changed. All legal documents must use the patient's legal name.
- Patients shall not be physically searched for the purpose of determining the patient's physical anatomy.
- Patients identifying as transgender may request that either a male or female staff member conduct a contraband search, if such search is required. Such requests will be accommodated when possible and consistent with maintaining the security of the hospital.
- Patients shall not be prohibited or discouraged from communication or interaction with other patients of the same sex that is also not prohibited or discouraged between patients of different genders.

- Patients shall be allowed to dress and present themselves in a manner consistent with their gender identity. Hospitals shall allow patients to purchase or shall provide patients with clothing, including undergarments, appropriate for the patient's gender identity and gender presentation.
- Grooming rules and restrictions shall be the same in male and female units.
- Patients shall be provided safety and privacy when using the shower and bathroom and when dressing and undressing. Patients shall not be required to shower or undress in front of other patients and shall be permitted to use bathroom that is consistent with their gender identity.
- Where room assignments are gender-based, patients who are transgender will be assigned to rooms based on their gender identity.
- Where available, patients who are transgender shall have access to single occupancy bathrooms and showers. Such accommodation shall be provided in a sensitive manner.
- If a patient who is transgender requests assessment or treatment, the hospital shall provide them with access to medical and mental health care providers who are knowledgeable about their health care needs. Hospitals must provide all recommended transgender-related treatments in accordance with the medical and mental health assessments performed by the patient's health care provider and will provide transportation for the patient to receive such treatments, if necessary.
- If, prior to arriving at the facility, a patient who is transgender has been receiving transgender-related medical care, such as hormone therapy or supportive counseling, the hospital's medical staff shall consult with the patient's medical providers and shall continue to provide the patient with all transgender-related treatments that are medically necessary according to the patient's provider and accepted professional standards. Hormone therapy shall continue at current levels pending this consultation.
- In accordance with accepted health care practices which recognize that attempting to change a person's sexual orientation or gender identity is harmful, hospitals shall not

employ or contract with mental health providers who attempt to change a patient's sexual orientation or gender identity.

- Patients who are LGBTQIA shall not participate in sex offender treatment or counseling unless required to do so by a court. All sex offender treatment shall not discriminate based on sexual orientation and/or gender identity and shall not criminalize or pathologize LGBTQIA identity.
- A hospital treatment team should ensure that the patients who are transgender are aware of local transgender resources and have the necessary transportation and support so they can participate. If such services are not available or accessible on site, the staff should make every attempt to make available to the patient.

REFERENCES

- Administrative Policy for Facilities [\(APF\) 162, Treatment with Dignity and Respect](#).
- GLAAD, Media Reference Guide. <https://www.glaad.org/reference/transgender>. Accessed 6 June 2019.
- Joint Commission on Accreditation of Healthcare Organizations. *Comprehensive Accreditation Manual for Hospitals*, 2018 ed. [RI.01.01.01, RI.01.02.01., RI.01.03.01, RI.01.06.05].

CONTACT

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